**COLCHESTER BOARD OF EDUCATION**
Colchester, CT

## DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

April 7, 2021 ~ **5:00 PM**
Virtual Meeting via BoardDocs and Zoom

**MINUTES**

**MEMBERS PRESENT:** Chair Joanne Rose, Jessica Morozowich, Sue Hickey
**ADMINISTRATION PRESENT:** Superintendent Jeffrey Burt, Director of Pupil Services & Special Education Kathleen Perry, CES Assistant Principal Meghan Amado
**OTHERS PRESENT:** BOE Chair Mary Tomasi

1. CALL TO ORDER
   Chair J. Rose called the meeting to order at 5:05PM.

2. *ADDITIONS TO AGENDA
   None.

3. PUBLIC COMMENT
   None.

4. *APPROVAL OF MINUTES
   4.1 *Approval of Minutes from March 24, 2021 Meeting
   **Motion by:** J. Morozowich
   To approve the minutes of the March 24, 2021 DEI Committee Meeting
   **Second by:** S. Hickey
   **Vote:** Unanimous
   **Roll call:** S. Hickey, J. Morozowich, J. Rose

5. *PRIORITY DISCUSSION/ACTION ITEMS
   5.1 Discussion of Definitions, Mission Statement & Goal Development
   TABLED.

   5.2 Communication Goals
   There are five upcoming dates for DEI training, during which time there will be no Committee meetings. When training is completed, communication goals will include sharing lessons learned in specific with the DEI Committee. Resources will also be shared with members.

6. REPORTS
   6.1 Committee Update
   A DEI survey is going out to all CPS employees. The focus of the survey is to gather information to create an action plan for NCCJ. Lisa Tatko from NCCJ and M. Amado

met with M&J Bus Company to arrange for DEI training for bus drivers during the 2021-2022 school year.

6.2 Training (not at this time)

6.3 Curriculum (not at this time)

6.4 Hiring

The Training, Curriculum, and Hiring subcommittees will be meeting towards the end of the month. Subcommittees are discussing staff training, integrating DEI into curriculum, and hiring protocols.

7. OLD BUSINESS

7.1 Review of NCCJ Training Sessions

Foundational work will begin this month. Additional administrative staff has also been extended invitations to be included in the voluntary training.

7.2 Discussion on Training Materials

- Implicit Bias Test via Harvard University
- EdWeb and Leading for Equity

7.3 Recommendations on Future Training Materials

Committee Chair Rose solicited recommendations on future training materials. Each member of the Committee shared favorite authors, TV segments, etc. S. Hickey shared a webinar resource: Leading for Equity via EdWeb. "Courageous Conversations" was discussed; students are referred to as "scholars" to raise expectations. K. Perry shared This Is the Fire: What I Say to My Friends About Racism by Don Lemon. J. Morozowich will be watching "Like" which is offered by Youth Services.

8. NEW BUSINESS

None.

9. ESTABLISH NEXT MEETING PRIORITIES

There will be no meetings of the Committee until training is complete.

10. PUBLIC COMMENT

Jeff Koonankeil of 14 Penee Lane asked what the origin of this Committee is. Was this created as a result of active discrimination against someone? Is diversity limited to race, gender identity, and sexual orientation, or are we seeking diversity in political thought and religious beliefs? What is meant by equity? Equal outcomes for everyone? What is meant by inclusion? Is there documentation that someone is being excluded from participation? Mr. Koonankeil expressed grave concern about NCCJ activities. Are we developing a curriculum to help students be successful in their post-high school career? Chair Rose noted comments.

11. ADJOURNMENT

The meeting adjourned at 5:49PM.